



## Arlington Finance Committee

Date: Monday, May 6, 2024.

Time: 7:30pm.

Location: Town Manager Conference Room, Town Hall Annex, 2<sup>nd</sup> Floor, 730 Massachusetts Avenue and via Remote Participation - Zoom.

### Minutes

Attendance: Christine Deshler, Jordan Remy, Josh Lobel, Michael Ruderman, Charles Foskett, John Griffin, Darrel Harmer, Alan Jones, Topher Heigham, Peggy Bliss, Allan Tosti, David McKenna, Carolyn White, Jennifer Susse, Rebecca Younkin and Tara Bradley (Secretary). Visitors: Alex Magee – Deputy Town Manager/Finance Director.

1. Article 65 – Collective Bargaining: the committee discussed updates including agreements reached with Local 680 (AFSCME) and Robbins Library Professional Association. Management and non-union employees will also see changes effective July 1<sup>st</sup>.
  - a. \$486,428 proposed for appropriation to various departmental budgets.
  - b. \$620,854 proposed for appropriation for future collective bargaining agreements (to be added to Article 64 – Fiscal Stability Stabilization Fund).
  - c. VOTE: motion for favorable action on Article 65 – Collective Bargaining in accordance with terms provided by Deputy Town Manager/Finance Director (as detailed in Reference 1 – Article 65 Collective Bargaining Updated Recommended Vote) passed unanimously.
2. Article 64 – Appropriation / Fiscal Stability Stabilization Fund: the committee discussed calculations for transfer amount of \$4,284,790.
  - a. VOTE: motion to transfer \$4,284,790 out of the Fiscal Stability Fund passed unanimously (Remy missed vote).
3. Five Year Plan: the committee discussed offsets in the Capital Plan and the Five Year Plan.

Meeting adjourned at 7:58 pm.

By Tara Bradley.

Reference 1: Article 65 Collective Bargaining Updated Recommended Vote.

## **ARTICLE 65 COLLECTIVE BARGAINING**

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers' Association (formerly Arlington Patrolmen's Association);
- F. Arlington Ranking Police Officers' Association;
- G. Management and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

**VOTED: That the sum of \$620,854 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by general taxes and said sum shall not be expended without a future vote of Town Meeting;**

**AND FURTHER VOTED that the sum of \$486,428 is hereby appropriated and transferred into the following departmental budgets as indicated in this table, said sum to be raised by general taxes:**

<b>Department</b>	<b>FY25 Δ</b>
Select Board	\$ 6,988
Town Manager	\$ 21,787
Comptroller	\$ 7,766
Assessor	\$ 8,448
Treasurer	\$ 16,962
Postage	\$ 1,111
Legal	\$ 13,614
HR	\$ 9,532
IT	\$ 16,053
Town Clerk	\$ 2,863
Registrars	\$ 1,506
Planning/Comm. Development	\$ 23,184
ZBA	\$ 2,541
Parking	\$ 2,019
Police	\$ 36,813
Fire	\$ 9,479
Inspections	\$ 4,742
DPW Natural Resources	\$ 28,014
DPW Engineering	\$ 8,128
DPW Admin	\$ 14,577

DPW Highway	\$ 36,774
DPW Mechanics	\$ 10,250
DPW Cemetery	\$ 5,054
Facilities	\$ 13,800
HHS	\$ 19,307
DEI	\$ 6,672
COA	\$ 11,831
Library	\$ 61,629
Water/Sewer	\$ 28,549
AYCC	\$ 38,551
COA Transport	\$ 1,521
Rink	\$ 3,734
Recreation	\$ 12,629
<b>Total</b>	<b>\$ 486,428</b>

**AND FURTHER VOTED** That the Town hereby ratifies the following financial items in the collective bargaining agreements and memoranda of agreement with the following enumerated collective bargaining units and hereby approves the following financial items relating to

**A. Local 680, American Federation of State, County and Municipal Employees:**

1. A three percent (3%) wage increase effective July 1, 2024,
2. A three percent (3%) wage increase effective July 1, 2025,
3. A three percent (3%) wage increase effective July 1, 2026,
4. A market adjustment of \$0.60 per hour for all AFSCME ATP and OFFA pay plan employees effective January 1, 2027
5. A market adjustment of \$0.75 per hour for all AFSCME MC pay plan employees effective January 1, 2027
6. A change in Dispatcher EMD Certification pay from a \$300 stipend to a \$0.25 hourly differential
7. A \$200 increase to longevity for any employee who qualifies
8. A change in observed holidays – Saturday holidays will now be observed on preceding Fridays, and Sunday holidays will now be observed on the following Mondays.
9. A one time Friday, July 5<sup>th</sup>, 2024
10. An increase from \$0.40 to \$0.80 cents per hour for library evening differential

**B. Robbins Library Professional Association**

1. A three percent (3%) wage increase effective July 1, 2024,
2. A three percent (3%) wage increase effective July 1, 2025,
3. A three percent (3%) wage increase effective July 1, 2026,
4. A \$400 increase to longevity for any employee who qualifies

5. A pilot program change in personal days - all personal days previously earned by not taking sick time will now be granted quarterly, and must be used within 1 year
6. The ability to borrow up to six sick days prior to the expiration of new employee's probationary period.

**C. Management and non-union employees:**

1. A three percent (3%) wage increase effective July 1, 2024

**COMMENT:** Negotiations are still in process with several Town unions.